

## PeoplePlus Group Ltd Gender Pay Gap 2017

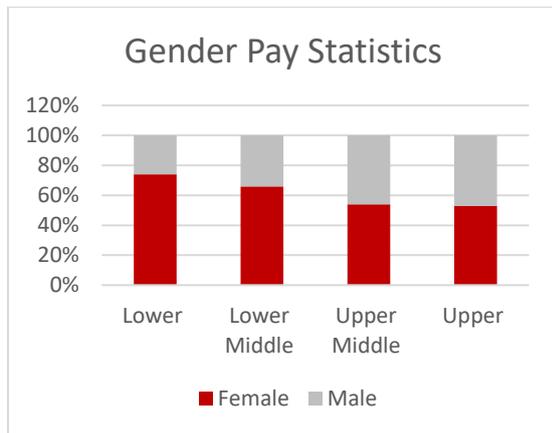
Working at PeoplePlus means being part of a team that's shaping people's lives through our services and care, supporting people into independence, into work and onwards into career progression. All our employees are important to us and play a vital role in support of our purpose to help people be the best they can be. We reward our people based on performance and contribution and we encourage career progression for all colleagues, regardless of gender.

Having carried out a review of our gender pay gap, we're incredibly proud of the diverse teams we have at all levels in the organisation.

The current national gender pay gap is 18.1%, which is the lowest figure of its kind since records began. The PeoplePlus gender pay gap is **12.2%**. Whilst we are pleased with this result, we are not complacent and are committed to addressing any differentials to ensure that everyone has the opportunity to contribute fully to making PeoplePlus a great place to work.

### Gender Pay Statistics

The gender pay gap shows the differences in the average pay between men and women.



The proportion of employees in each salary quartile shows that at PeoplePlus, there is virtually no gender pay gap in the two upper quartiles.

We have seen a differential in the lower ranges and on investigation found that a large proportion of our roles are customer facing advisor positions which typically fall within the lower and lower-middle quartiles. These roles tend to offer greater flexibility in terms of hours and working patterns, which in turn, tend to attract primary childcare providers which, in line with current societal norms, tend to be women

### Bonus Payments

There was virtually no difference between the proportion of males and females receiving bonus payments with 22% of males and 24% of females received a bonus payment in 2017.

### Bridging the Gap

We are proud of our flexibility and want to ensure that as our business grows and develops, we continue to support our brilliant team. We will ensure that all colleagues are aware that as their needs and responsibilities outside work change, we will support them through offering flexibility at all career levels so that as a team, we can continue to work together across the business to achieve more for our customers.

### Declaration

We confirm that the information and data reported are accurate and in line with the UK government's Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Simon Rouse  
Managing Director, PeoplePlus Group Ltd